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Annual Report
on the
Administration of the Bombay Maternity Benefit Act, 1929

For the Year ending 30th June 1930

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1930

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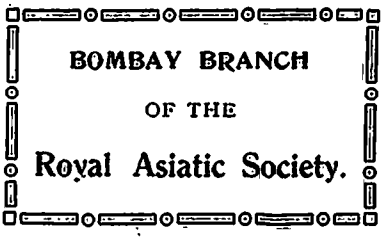

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on 01 February, 2020

No. F.I./2884 of 1930.

From

W. DILLON, Esquire, I.C.S.,
Acting Collector of Bombay :

To

THE SECRETARY TO GOVERNMENT,
Political Department.

Bombay Collector's Office,
Factory Department,
Old Custom House,

" Bombay, 4th October 1930.

Subject.—Annual Report on the working of the Bombay Maternity Benefit Act, 1929, for the year ending 30th June 1930.

Sir,

I have the honour to forward herewith the Annual Report on the working of the Bombay Maternity Benefit Act, 1929, for the year ending 30th June 1930 from the Chief Inspector of Factories, Bombay Presidency.

2. This is the first annual report on the administration of the Act which came into operation on the 1st July 1929. Although the report covers the period of a year still the events it contains relate to six months only, as the maternity benefit claims did not mature until after the lapse of six months from the date of the introduction of the Act.

3. The percentage of the claims paid under the Act is very low on account of the abnormal circumstances but it is expected that this state of things will improve as the women employees get familiar with the intentions of the Act.

I have the honour to be,
Sir,
Your most obedient servant,

W. DILLON,
Acting Collector of Bombay.

M O R 24 -10

REPORT ON THE ADMINISTRATION OF THE BOMBAY MATERNITY BENEFIT ACT, 1929.

1. The Act came into operation on the 1st July 1929. This Report covers the twelve months ending 30th June 1930. Owing to the fact that no woman was entitled to benefits until six months after 1st July 1929 the claims made have only been advanced during the six months from 1st January 1930 to 30th June 1930. It is anticipated therefore that next year's report will disclose more than double the claims shown in this report.

2. The number of factories to which the Act applied was 349. Of these 151 reported no claims for benefits or stated that no women were employed. Two factories have not forwarded returns. The total number of women to whom the Act applied was 53,309 of whom 1,684 received benefits for actual births. In 16 cases the payment of maternity benefit was made after a woman's death to other persons as required by section 7. It is reported however that there are a small number of women who prefer to leave their work about three months before the expected birth and go to their homes in the districts. On the other hand there have been a number of cases in which women have worked practically up to the date of birth. Most of these cases however appear to be premature births and managers plead their inability to ascertain when the women expect to be confined.

3. *Staff.*—The two Inspectors, the Lady Inspector and two Assistant Inspectors with the Certifying Surgeon, Bombay, were responsible for obtaining compliance with the Act in Bombay, Bombay Suburban District, Jalgaon, Sholapur, Belgaum and Amalner. The Inspector of Factories, Ahmedabad, with the Assistant Inspector and the Certifying Surgeon, Ahmedabad, were responsible for the towns of Ahmedabad, Viramgaum, Surat, Broach and Karachi.

4. Efforts were made to ensure that employers and women employed would be familiar with the main provisions of the Act. The Act and the Rules were distributed gratis to every factory concerned. Section 15 of the Act requires that the Act and the Rules in the local vernacular shall be exhibited in a conspicuous place. As this was not really effective and the life of copies so exhibited very short it was proposed by Mr. Johnstone, the Chief Inspector of Factories, that an abstract should be prepared and posted on a notice board, similar to that used to ensure publicity of the main provisions of the Factory Act. This was prepared and the copies of the abstract in the main vernaculars have been sent to all factories to which the Act applies.

5. It appears from reports received and enquiries made that the majority of women employed in the larger concerns are aware of the main provisions of the Act and that they are being treated leniently in the event of any question arising as to the correct interpretation of some

sections of the Act. In the case of smaller concerns employing few women, many do not appear to be paying maternity benefits owing to the nature of casual daily labour employed.

6. It is too early to state definitely whether there is any tendency to replace female labour by male, but there does not appear to be any general tendency in this direction yet.

7. With reference to section 6 (3) requiring production of a certified extract from a birth register it is reported that women experience difficulty in the districts in obtaining such extracts and also that in Bombay certificates can only be obtained at the Municipal Office. Steps are being taken to endeavour to arrange that these may be obtained from District Registrars' Offices.

8. No prosecutions have been instituted under any section as yet. It has been found that employers generally have readily rectified any cause for complaint.

9. Proposals are under consideration to request Government to extend the Act to the towns of Poona, Hubli, Gadag, Gokak, Chalisgaon, Dhulia, Nadiad, Barsi and Thana before the end of this year.

W. H. PHILLIPS,
Acting Chief Inspector of Factories,
Bombay Presidency.

Factory Inspection Office,
Old Custom House, Fort,
Bombay, 26th September 1930.

STATEMENT

Statement accompanying the Administration Report
Act, 1929, for the year

Town or District	Average number of women employed daily	Number of women who claimed maternity benefits section 6 (1)	Number of women who were paid maternity benefits for actual births	Number of other persons who were paid maternity benefits section 7
Bombay	31,185*	1,011	577	11
Bombay Suburban ..	2,817	173	152	1
Ahmedabad	12,493	919	574	2
Sholapur	4,655	396	355	1
Viramgaum	285	2	....	....
Surat	371	21	5	....
Broach	401	....	....	....
Jalgaon	249	4	4	....
Belgaum	117	....	....	....
Amalner	260	13	10	....
Karachi	576	29	7	1
Total ..	53,309	2,568	1,684	16

Factory Inspection Office,
Old Custom House, Fort,
Bombay, 26th September 1930.

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on the working of the Bombay Maternity Benefit ending 30th June 1930.

Total amount of maternity benefit paid	Claims paid per 100 women employed	Number of factories reporting no claim	Number of factories not supplying information	Remarks
Rs. a.				
12,190 0	1·85	89	....	The small number of claims paid in Bombay was due to the protracted strike last year and the fact that in the majority of cases women did not return to work until November 1929 and were not entitled to benefits until about April 1930. It is considered that the average age of women in Bombay is higher than in Sholapur and Ahmedabad and that there are more widows employed in Bombay.
3,184 8	5·4	7	....	
11,381 0	4·6	26	....	
7,359 14	7·7	3	....	
....	....	2	....	
107 0	1·35	6	1	
....	....	3	1	
75 0	1·6	5	....	
....	....	1	....	
231 0	3·85	....	....	
138 8	1·22	9	....	
				*The average number of women employed during the first six months of 1930 is much higher than the figures obtained from the Factory Act Annual Returns for the year 1929, viz., 27,741.
34,663 14	3·15	151	2	

W. H. PHILLIPS,
Acting Chief Inspector of Factories,
Bombay Presidency.

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